

ARTICLE XX
TRAINING AND EMPLOYEE UTILIZATION

1. SECTION 1. The Employer and Union agree that the training
2. and development of employees is mutually beneficial. The
3. Union may make recommendations to the Employer relative to
4. training of employees. The Employer will consider
5. recommendations and implement any approved recommendations
6. within the limits of available resources. The parties agree
7. to meet at the request of either party for the purpose of
8. exchanging information concerning the overall training
9. program of bargaining unit employees.
10. SECTION 2. The parties agree to stress to the employees the
11. need for self-development and training to increase
12. efficiency and improve potential for advancement.
13. SECTION 3. All employees who are required to travel on non
14. -duty time for training will be paid in accordance with
15. existing policy and governing regulations.
16. SECTION 4. Should an employee become ill or injured to the
17. extent that they cannot continue in their present position,
18. and medical authority has determined that they are capable
19. of continued employment, the Employer agrees:
20. a. The employee shall receive priority consideration
21. for any vacant position in the Unit for which they are
22. qualified at their current grade level.
23. b. Within the resources of the Employer, a special
24. retraining program of a nature and duration to be
25. determined by the Employer may be established for the
26. employee to assist him in performing duties of a
27. position at or below his present grade level in the
28. unit for which is physically and mentally capable.
29. Exclusive of the retraining required in order to meet
30. the basic Office of Personnel Management qualification
31. requirements, the employee must meet the balance of
32. those requirements prior to entering retraining.
33. c. The Employer agrees to adhere to the requirements
34. of the Rehabilitation Act and the Americans with
35. Disabilities Act (ADA).
36. SECTION 5. When a Unit employee becomes obligated to
37. continue in the service as a result of Employer-provided
38. training in a non-Government facility, the continuing
39. service obligation will be the period specified in
40. appropriate regulation. Service in a non-pay status will
41. normally count toward completion of an employee's service
42. obligation, as will periods in a paid leave status.
42. SECTION 6. In order to avoid unnecessary disruption of

43. employees due to changing technology resulting in
44. establishment of new jobs, the Employer will strive to
45. utilize the skills and abilities of employees subject to
46. displacement by providing training designed to permit
47. orderly transition to such jobs provided cost of such
48. training is not prohibitive, and if the employee has the
49. necessary aptitude as determined by the Employer. In any
50. event, when new positions requiring new techniques or
51. abilities are initially established, the current Fort Bragg
52. Recruitment and Placement Plan and Application Procedures
53. will be followed in filling the positions.

54. SECTION 7. If an employee is required to perform training
55. duties as an exception to his normal position requirements,
56. such activity will be appropriately documented, upon request
57. of the employee.

58. SECTION 8. Statistical information available in the
59. Civilian Personnel Office, applicable to instances of
60. training for bargaining unit employees, will be provided to
61. the Union if requested.